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ABSTRACT

A study provided information about trends in Australian apprenticeships and traineeships from 1995-98. The number of vocational education and training (VET) commencements grew strongly from 64,470 to 133,750; the number in training grew from 144,990 to 206,370; and the number of completions grew from 31,560 to 52,070. Although the proportion of younger people in commencements and numbers in training decreased, the participation rate for all age groups increased. All major occupational categories experienced growth in commencements, completions, and numbers in training, although the rate of growth varied considerably between the various occupational categories, causing a shift in proportional distributions. Commencements and numbers in training comprised a strongly and steadily increasing proportion of females. Although the number of commencements for each age cohort grew for each year, the growth was clearly more marked for the older age cohorts. All main categories of employer type, except the Commonwealth Government, showed strong growth in the number of apprentices and trainees employed by them. The proportional distribution of commencements by employer type remained similar over the same period. Most categories of geographic region of apprentices' and trainees' normal place of residence experienced growth. (Appendixes include a glossary and 14 apprentice and trainee population data tables.) (YLB)



A N O V E R V I E W

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FOREWORD

This latest NCVER publication continues the theme of our previous booklet entitled *Australian Apprentices and Trainees: Recent trends - At a Glance*.

Increasing attention is again being paid to the development of apprenticeships and traineeships in Australia's vocational education and training system, particularly following the introduction of New Apprenticeships from 1 January 1998 and the rapid expansion of traineeships.

Considerable mystery and intrigue still surround apprenticeships and traineeships with many a misconception being held about them. The information provided in this publication, which is compiled primarily from the apprentice and trainee data collected by the NCVER, helps to dispel some of the myths about apprenticeships and traineeships.

The data show that even though more apprenticeships and traineeships are being taken up by older people, the growth in 15 to 19 year old participation in apprenticeships and traineeships exceeded the growth of this age cohort in the general population. This means that the teenage participation rate in apprenticeships and traineeships is actually growing even though they now make up a smaller proportion of the total number of apprentices and trainees.

Further, indications are that the great majority of apprenticeships are still in 'traditional' trade areas with 98% of apprentices who responded to the 1998 Graduate Destination Survey having completed an AQF level III or equivalent or higher level course. Other data also reveal that of all apprentices and trainees in-training in 1998, over two thirds were in 'traditional' trade areas with even greater proportions of the 15 to 19 and 20 to 24 year old age cohorts. Whilst the tradespersons and related workers occupation category showed very small overall growth in the number in-training over the period 1995 to 1998, within this occupation category some areas such as food tradespersons and electrical and electronics tradespersons grew whilst others such as construction tradespersons and 'other' tradespersons and related workers declined.

Thus the claims made in some quarters that apprenticeships in traditional areas are in crisis and decline are incorrect as such declines are only occurring in a few areas whilst other trade areas are growing.

All occupation categories apart from tradespersons and related workers grew strongly over the period 1995 to 1998. There was particularly strong growth in the number and proportion of females and older persons undertaking apprenticeships and traineeships.

Australian Apprentices & Trainees Statistics: Trends 1995 to 1998 - An Overview was prepared by the NCVER on behalf of ANTA. The principal authors of this report are Dr Mark Werner and David John, both of the NCVER's Statistical Services Division.

I commend this important report to you. I am confident that it will contribute to a better understanding of the continuing important role that apprenticeships and traineeships play in Australia's vocational education and training system.



Chris Robinson,
Managing Director,
NCVER Ltd.
July 1999

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EXECUTIVE SUMMARY

Purpose

The purpose of this report is to provide information on trends over the years 1995 to 1998 in the realm of contracts of training in vocational education and training in Australia, that is, apprenticeships and traineeships.

Data considerations

The data used within this report are the final apprentice and trainee data for 1995 through 1997 and estimates based on the best available data at the time for 1998. The figures presented in this brief may therefore be different from those in some NCVER publications.

Overview

Over the period 1995 to 1998, commencements, numbers in-training and completions all grew strongly along with an overall increase in participation in apprenticeships and traineeships. Growth and increased participation occurred generally across the 15 to 64 year old age cohort with continued low growth in the 15 to 19 year old cohort. There was also particularly strong growth in the proportion of females and older persons undertaking apprenticeships and traineeships.

Numbers in the tradespersons and related workers occupation category remained stable over the period whereas there was, on average, strong growth for all other major occupation groups.

Whilst the private sector continued to employ over three quarters of apprentices and trainees, government business enterprises and local governments experienced the greatest growth in the proportion of apprentices and trainees employed by them. On the other hand, the Commonwealth Government experienced a notable decline in the proportion of apprentices and trainees employed. State governments also accounted for a lower proportion of apprentices and trainees in 1998 compared with 1995, although proportions employed over the period 1995 to 1998 were somewhat erratic.

Trends in commencements, number in-training, completions

In relation to commencements, completions and numbers in training generally from 1995 to 1998, the following occurred:

- ▶ The number of commencements grew strongly from 64 470 in 1995 to 133 750 in 1998 with an annual growth rate of 27.5% over the period.
- ▶ The number in-training grew from 144 990 in 1995 to 206 370 in 1998 with an annual growth rate of 12.5% over the period.
- ▶ The number of completions grew from 31 560 in 1995 to 52 070 in 1998 with an annual growth rate of 18.2% over the period.

The strong growth in commencements during the period 1995 to 1998 can be expected to produce a flow-on effect of increased growth in completions and numbers in-training. The increased growth may in part be due to employer subsidies made available in some States from 1997.

It should be noted that annual growth rates for the period 1995 to 1998 used in this publication have been calculated as compound growth rates. This means that an annual growth rate of 10%, for example, would result in overall growth of 33.1% over the 3 year period.

Participation

Although the proportion of younger people in commencements and numbers in-training decreased over the period 1995 to 1998, the following occurred:

- ▶ The growth in participation of 15 to 19 year olds in apprenticeships and traineeships exceeded the population growth for this age cohort with the participation rate for 15 to 19 year olds increasing steadily from 5.7% in 1995 to 6.2% in 1998.
- ▶ The participation rate for 20 to 24 year olds also grew steadily, from 3.8% in 1995 to 5.4% in 1998.
- ▶ Growth in participation was greatest for older persons, with the participation rate for 25 to 29 year olds more than doubling from 0.4% in 1995 to 1.0% in 1998, as did the participation rate for 30 to 64 year olds, which increased from 0.1% in 1995 to 0.3% in 1998.
- ▶ The participation rate for 15 to 64 year olds in apprenticeships and traineeships increased from 1.1% in 1995 to 1.6% in 1998.
- ▶ Indications are that most apprentice and trainee enrolments are still in 'traditional' trade areas with up to 80% of enrolments in AQF or equivalent courses in 1997 being in AQF level III or IV certificate or equivalent courses. This percentage was similar for the 15 to 19 age cohort and higher for the 20 to 24 year old age cohort (up to 88%).¹
- ▶ For all ages, the number in-training in tradespersons or related worker occupations increased from 124 020 in December 1995 to 126 780 in December 1997. However, there was a small decline in the equivalent number of 15 to 19 year olds from 45 870 in December 1995 to 43 850 in December 1997.

Occupational trends

All major occupational categories experienced growth over the period 1995 to 1998 in commencements, completions and numbers in-training, although the rate of growth varied considerably between the various occupational categories causing a shift in proportional distributions.

For commencements, the following occurred:

- ▶ All major occupational groups, except tradespersons and related workers, had annual growth rates of over 30% over the period 1995 to 1998.
- ▶ The tradespersons and related workers occupational category had an annual growth rate of only 1.2% over the period 1995 to 1998, growing from 41 530 in 1995 to 43 080 in 1998.
- ▶ In terms of numbers, the intermediate clerical, sales and service workers occupational category (for example, word processors, receptionists, sales representatives and child care workers) had the greatest increase, from 12 330 in 1995 to 42 520 in 1998.
- ▶ The labourers and related workers occupational category had the second greatest increase in terms of numbers, from 3 260 in 1995 to 16 820 in 1998.

¹ Results from preliminary investigations conducted by NCVER and to be published separately.

Whilst the tradespersons and related workers occupational category experienced the least growth over the period 1995 to 1998 in terms of commencements, number in-training and completions, there was a mixture of growth and decline within this occupational category:

For commencements, the following occurred:

- ▶ The construction tradespersons and food tradespersons categories showed the greatest growth with annual growth rates of 4.9% and 4.8% respectively over the period 1995 to 1998.
- ▶ The mechanical and fabrication engineering tradespersons and automotive tradespersons categories showed the greatest declines with negative annual growth rates of -3.3% and -3.7% respectively over the period 1995 to 1998.

However, the scenario for numbers in-training is somewhat different from that for commencements:

- ▶ The food tradespersons and electrical and electronics tradespersons categories showed the greatest growth with annual growth rates of 4.3% and 3.5% respectively over the period 1995 to 1998.
- ▶ The construction tradespersons and other tradespersons and related workers categories showed the greatest declines with negative annual growth rates of -1.9% and -2.7% respectively over the period 1995 to 1998.

As a consequence of markedly different growth rates in commencements, the proportional distribution of occupations in the numbers in-training changed over the period 1995 to 1998:

- ▶ The proportion of numbers in-training in this occupational category declined from 85.5% to 61.3%. This is in line with the decreasing proportion in commencement numbers.
- ▶ The proportion of numbers in-training in the intermediate clerical, sales and service workers occupational category has increased from 7.2% to 17.8%.
- ▶ The proportion of numbers in-training in the labourers and related workers occupational category increased from 1.9% to 7.6%.
- ▶ The proportion of numbers in-training in the elementary clerical, sales and service workers occupational category increased from 2.1% to 6.7%.

In terms of numbers in-training, the following occurred:

- ▶ The intermediate clerical, sales and service workers occupational category had by far the greatest increase, from 10 470 in 1995 to 36 650 in 1998.
- ▶ The labourers and related workers occupational category had the second greatest increase, from 2 810 in 1995 to 15 740 in 1998.
- ▶ The elementary clerical, sales and service workers occupational category had the third greatest increase, from 3 000 in 1995 to 13 750 in 1998.
- ▶ The tradespersons and related workers occupational category only increased slightly, from 124 020 in 1995 to 126 530 in 1998.

Gender trends

Commencements and numbers in-training comprised a strongly and steadily increasing proportion of females over the period 1995 to 1998:

- ▶ Commencements comprised 26.5% (17 060), and numbers in-training 17.3% (25 010) of females in 1995 in contrast to 40.2% (53 790) and 27.6% (56 980) respectively in 1998.
- ▶ Completions comprised 27.1% females in 1995 rising to 33.5% in 1998. An increasing proportion of completions will be female due to the flow on from females' strong increase in commencements and numbers in-training.

Age trends

Whilst the number of commencements for each age cohort grew for each year over the period 1995 to 1998, the growth is clearly more marked for the older age cohorts:

- ▶ Although the number of commencements in the 15 to 19 year old age group grew from 42 460 in 1995 to 58 680 in 1998, commencements comprised a steadily decreasing proportion of 15 to 19 year olds: 65.9% in 1995 down to 43.9% in 1998.
- ▶ On the other hand, commencements comprised a steadily increasing proportion of 25 to 39 year olds, 9.2% in 1995 up to 20.9% in 1998; and of 40 to 64 year olds, 2.1% in 1995 up to 11.1% in 1998.

Consequently, the number in-training for each age cohort grew for each year over the period 1995 to 1998, the growth being more marked for the older age cohorts:

- ▶ Although the number in-training of 15 to 19 year olds grew from 54 580 in 1995 to 63 310 in 1998, the number in-training comprised a steadily decreasing proportion of 15 to 19 year olds: 37.6% in 1995, down to 30.7% in 1998.
- ▶ Although the number in-training of 20 to 24 year olds grew from 75 310 in 1995 to 91 680 in 1998, the number in-training comprised a steadily decreasing proportion of 20 to 24 year olds: 51.9% in 1995 down to 44.4% in 1998.
- ▶ On the other hand, the number in-training comprised a steadily increasing proportion of 25 to 39 year olds, 9.1% in 1995 up to 17.4% in 1998; and of 40 to 64 year olds, 1.3% in 1995 up to 7.5% in 1998.

The stronger growth rates for the older age cohorts may be a consequence of the lifting of the age barrier to traineeships in 1993/94 as one of the Working Nation initiatives.

Trends in employer type

All main categories of employer type, bar the Commonwealth Government, showed strong growth over the period 1995 to 1998 in the number of apprentices and trainees employed by them. Broadly speaking, the proportional distribution of commencements by employer type remained similar over the same period although there was a notable decline in the proportion employed by the Commonwealth Government.

- ▶ The vast majority of apprentices and trainees were employed by the private sector. Although the number of commencements in this category more than doubled from 50 200 in 1995 to 102 670 in 1998, its proportion of total commencements decreased slightly from 77.9% in 1995 to 76.8% in 1998.
- ▶ The proportion employed by group training companies, the second largest employer of apprentices and trainees, increased from 13.6% in 1995 to 15.8% in 1998.
- ▶ Both the number and corresponding proportion of apprentices and trainees employed by the Commonwealth Government decreased between 1995 (1 410 or 2.2%) and 1998 (870 or 0.7%). This may be in part due to general downsizing and privatisation.

In terms of growth rates in commencements over the period 1995 to 1998 the following occurred:

- ▶ The most explosive and rapidly increasing growth rate in the employment of apprentices and trainees occurred for the government business enterprise category of employer with an annual growth rate of 52.0%. Annual growth for this employer type increased from 13.1% for 1995 to 1996, to 52.5% and 103.5% for 1996 to 1997 and 1997 to 1998 respectively.
- ▶ Local government had the second largest annual growth rate (38.1%) but annual growth decreased markedly from 104.2% for 1995 to 1996, to negative growth of -6.8% for 1997 to 1998.
- ▶ The Commonwealth Government was the only employer type to have a negative annual growth rate (-14.8%).

Trends in geographic region

Most categories of geographic region of apprentices' and trainees' normal place of residence experienced growth over the period 1995 to 1998 in terms of actual numbers. There were small changes in the proportional distribution of apprentices and trainees by geographic region over the period 1995 to 1998:

- ▶ The majority of commencements occurred for apprentices and trainees who resided in a capital city. Although the number of commencements in this category increased from 37 650 in 1995 to 73 420 in 1998, its proportion of total commencements decreased slightly from 58.4% in 1995 to 54.9% in 1998.
- ▶ The next largest category was 'rural,' accounting for 27.5% of commencements in 1995, increasing to 31.9% in 1998.

Similar trends occurred for completions and to a lesser degree in numbers in-training:

- ▶ Apprentices and trainees who resided in a capital city comprised 57.4% of completions in 1995, decreasing to 52.4% in 1998 whilst those from rural areas comprised 28.4% in 1995, increasing to 32.7% in 1998.
- ▶ Apprentices and trainees who resided in a capital city comprised 58.9% of numbers in-training in 1995, decreasing to 57.9% in 1998 whilst those from rural areas comprised 28.5% in 1995, increasing to 29.6% in 1998.

Qualification level

Apprentice and trainee responses to the 1998 Graduate Destination Survey revealed the following for the off-the-job TAFE course component of their apprenticeship or traineeship:

- ▶ Of all apprentice and trainee respondents, 90.6% completed their TAFE course component at AQF level III or equivalent or higher.
- ▶ 98.3% of apprentices completed an AQF certificate III or equivalent or higher qualification, showing that the vast majority of traditional apprenticeships are still at AQF level III or equivalent or higher. In contrast to this, the equivalent figure for trainees was 53.9%.
- ▶ Trainees were far more likely to have completed an AQF certificate I or II level qualification (46.1%) in contrast to apprentices (1.7%).

I INTRODUCTION

The purpose of this report is to provide information on trends over the years 1995 to 1998 in the realm of contracts of training in vocational education and training in Australia, that is, apprenticeships and traineeships.

Factors including widespread technological changes, the requirement of business and industry for more highly skilled and productive apprentices and trainees, increased competition in world trade and the need to improve the transition from school to work have had a major impact on the employment-based training system in Australia.

The government has reformed the apprenticeship and trainee system by making it more flexible and responsive to employer needs and ensuring that the highest quality training is provided.

The new training arrangements covering apprenticeships and traineeships are collectively known as New Apprenticeships which the government introduced from 1 January 1998. However, changes in the patterns of apprentice and trainee uptake and characteristics predate these arrangements. The period of greatest growth in overall numbers occurred between 1995 and 1996. Changes in the age profile of apprentices and trainees were evident since 1993/94 when adults were able to access traineeships for the first time.

This report provides historical apprenticeship and traineeship data over the period 1995 to 1998 in order to identify current trends in numbers in training, commencements and completions in the context of occupational area, prior qualification level, employer characteristics and other economic and demographic considerations.

Data considerations

The figures for 1995 through 1997 in this report are the final figures for these years and may differ from earlier published figures which may have been based on incomplete data returns.

The figures for 1998 in this report are estimated figures calculated by NCVER and based on the best data available at the time of this paper. Estimates are used to take into account data-reporting lags that occur, resulting in all 1998 activity not yet being reported to or known by NCVER. The figures for 1998 used in this report may thus differ from those later published, the latter being based on updated and more complete data returns.

It follows that any growth rates calculated involving 1998 estimates are in themselves best estimates available at the time of this report.

Overview

Over the period 1995 to 1998, commencements, numbers in-training and completions all grew strongly along with an overall increase in participation in apprenticeships and traineeships. Growth and increased participation occurred generally across the 15 to 64 year old age cohort with continued low growth in the 15 to 19 year old cohort. There was also particularly strong growth in the proportion of females and older persons undertaking apprenticeships and traineeships.

Numbers in the tradespersons and related workers occupation category remained stable over the period whereas there was, on average, strong growth for all other major occupation groups.

Whilst the private sector continued to employ over three quarters of apprentices and trainees, government business enterprises and local governments experienced the greatest growth in the proportion of apprentices and trainees employed by them. On the other hand, the Commonwealth Government experienced a notable decline in the proportion of apprentices and trainees employed. State governments also accounted for a lower proportion of apprentices and trainees in 1998 compared to 1995, although proportions employed over the period 1995 to 1998 were somewhat erratic.

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2 COMMENCEMENTS, IN-TRAINING, COMPLETIONS AND PARTICIPATION

There was overall generally very strong growth in apprentices and trainees along with increasing participation rates over the period 1995 to 1998.

Commencements

- ▶ The number of commencements grew strongly over the period 1995 to 1998, from 64 470 commencements in 1995 to an estimated 133 750 in 1998.
- ▶ The annual growth rate over the period 1995 to 1998 was 27.5%.
- ▶ The annual growth rate was greatest from 1995 to 1996 at 39.1% and has decreased to 18.6% from 1997 to 1998.

In-training

- ▶ The number in-training grew strongly over the period 1995 to 1998, from 144 990 in-training at the end of 1995 to an estimated 206 370 at the end of 1998.
- ▶ The annual growth rate over the period was 12.5%.
- ▶ The annual growth rate was greatest from 1995 to 1996 at 15.5% and has decreased to 8.3% from 1997 to 1998.

Completions

- ▶ The number of completions grew strongly over the period 1995 to 1998, from 31 560 completions in 1995 to an estimated 52 070 in 1998.
- ▶ The annual growth rate over the period 1995 to 1998 was 18.2%.
- ▶ The annual growth has been volatile over the period 1995 to 1998 with a rate of 15.5% from 1995 to 1996, 39.0% from 1996 to 1997, and 2.8% from 1997 to 1998.

Participation

- ▶ The growth in the number of apprentices and trainees in-training exceeded the growth in Australia's 15 to 64 year old population over the period 1995 to 1998, with the participation rate for 15 to 64 year olds in apprenticeships and traineeships increasing from 1.1% in 1995 to 1.6% in 1998.

Further information on participation rates by age group is available in the section 'Age: participation rates' on page 14 of this report.

- ▶ Indications are that most apprentice and trainee enrolments are still in 'traditional' trade areas with up to 80% of enrolments in AQF or equivalent courses in 1997 being in AQF level III or IV certificate or equivalent courses. This percentage was similar for the 15 to 19 age cohort and higher for the 20 to 24 year old age cohort (up to 88%).²
- ▶ For all ages, the number in-training in tradespersons or related worker occupations increased from 124 020 in December 1995 to 126 780 in December 1997. However, there was a small decline in the equivalent number of 15 to 19 year olds from 45 870 in December 1995 to 43 850 in December 1997.³

² Results from preliminary investigations conducted by NCVER and to be published separately.

³ Data provided to 1997 only, as reliable estimates for 1998 are not yet available.

3 OCCUPATION

The changing composition of apprenticeships and traineeships reflects changes occurring in the underlying Australian economy and the mix of jobs in Australia.

One of the sectors with strong growth in jobs, namely, property and business services, relies heavily on employment of professionals thereby lifting growth in demand for professionals. Conversely, two of the sectors with weak growth in jobs, agriculture and transport and storage, employ a disproportionately high number of intermediate production and transport workers and labourers and related workers, leading to low growth in employment for these occupations.

Another trend within industries has been a shift from production to clerical occupations.

Across most industries, there has also been a shift away from the lower skilled occupations towards the higher skilled occupations. This trend is reflected in the overall outlook for strong growth in managers and administrators and professionals compared with the lower skilled occupations.

The aforementioned trends in occupational shifts within the economy are reflected in the different growth rates for the various apprentice and trainee occupational categories.

Commencements

All major occupational groups experienced growth over the period 1995 to 1998 however the proportional makeup of commencements by occupational group changed considerably:

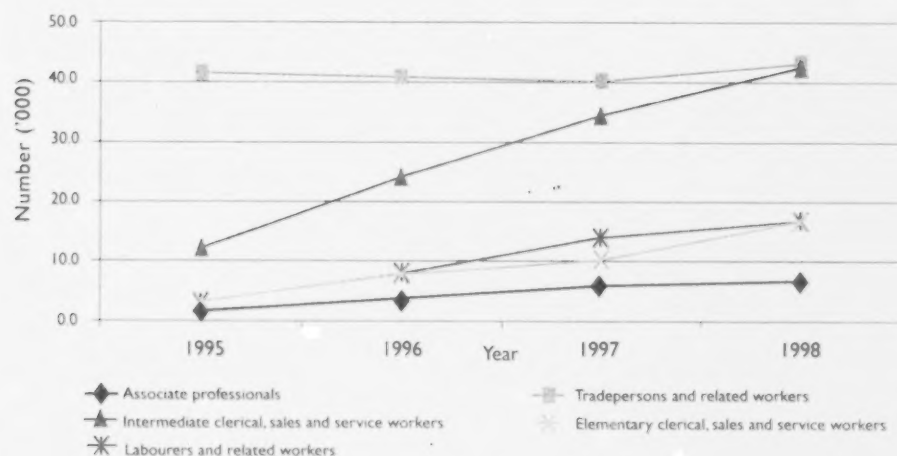
- ▶ Although the number of commencements in the tradespersons and related workers occupational category increased from 41 530 in 1995 to 43 080 in 1998, the proportion of commencements in this occupational category declined from 64.4% to 32.2%.
- ▶ The proportion of commencements in the intermediate clerical, sales and service workers occupational category (for example, word processors, receptionists, sales representatives and child care workers) increased from 19.1% to 31.8%.

Table 3.1: Number of commencements by occupation

Occupational group	1995	1996	1997	1998
Tradespersons and related workers				
Number ('000)	41.53	40.97	40.18	43.08
Per cent of total	64.4%	45.7%	35.6%	32.2%
Intermediate clerical, sales and service workers				
Number ('000)	12.33	24.20	34.50	42.52
Per cent of total	19.1%	27.0%	30.6%	31.8%
Elementary clerical, sales and service workers				
Number ('000)	3.66	7.95	10.53	16.88
Per cent of total	5.7%	8.9%	9.3%	12.6%
Labourers and related workers				
Number ('000)	3.26	7.97	14.12	16.82
Per cent of total	5.1%	8.9%	12.5%	12.6%
Associate professionals				
Number ('000)	1.75	3.68	6.16	6.85
Per cent of total	2.7%	4.1%	5.5%	5.1%
Total commencements ('000)	64.47	89.65	112.76	133.75

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Figure 3.1: Number of commencements by occupation



Over the period 1995 to 1998, all major occupational groups experienced a positive annual growth rate (table 3.2).

- ▶ All major occupational groups, except tradespersons and related workers, had annual growth rates of over 30%.
- ▶ The tradespersons and related workers occupational category had the lowest annual growth rate (1.2%) of the major occupation groups over the period 1995 to 1998.
- ▶ In terms of numbers, the intermediate clerical, sales and service workers occupational category had the greatest increase, from 12 330 in 1995 to 42 520 in 1998.
- ▶ The labourers and related workers occupational category had the second greatest increase in terms of numbers, from 3 260 in 1995 to 16 820 in 1998.

Table 3.2: Number of commencements: annual growth rates by occupation

Occupation	Annual rate of growth 1995 to 1998*	1995 to 1996	1996 to 1997	1997 to 1998
1 Managers and administrators	31.6	178.1	-2.8	-15.8
2 Professionals	94.2	182.8	220.3	-19.2
3 Associate professionals	57.5	109.5	67.6	11.2
4 Tradespersons and related workers	1.2	-1.4	-1.9	7.2
41 Mechanical and fabrication engineering tradespersons	-3.3	-1.8	-11.5	4.0
42 Automotive tradespersons	-3.7	5.2	-12.1	-3.4
43 Electrical and electronics tradespersons	2.0	0.0	2.0	4.0
44 Construction tradespersons	4.9	-12.4	11.1	18.7
45 Food tradespersons	4.8	7.3	-1.8	9.4
46 Skilled agricultural and horticultural workers	4.4	-3.7	5.2	12.2
49 Other tradespersons and related workers	1.7	-3.5	1.8	7.0
5 Advanced clerical and service workers	60.8	217.5	-13.6	51.7
6 Intermediate clerical, sales and service workers	51.1	96.2	42.5	23.3
7 Intermediate production and transport workers	67.6	121.8	73.5	22.4
8 Elementary clerical, sales and service workers	66.4	117.1	32.5	60.3
9 Labourers and related workers	72.7	144.3	77.2	19.1
Total	27.5	39.1	25.8	18.6

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

Whilst the tradespersons and related workers occupational category experienced little growth over the period 1995 to 1998, there was a mixture of growth and decline within this occupational category:

- ▶ The mechanical and fabrication engineering tradespersons and automotive tradespersons categories showed the greatest declines with annual growth rates of -3.3% and -3.7% respectively over the period 1995 to 1998.
- ▶ The construction tradespersons and food tradespersons categories showed the greatest growth with annual growth rates of 4.9% and 4.8% respectively over the period 1995 to 1998.

In-training

All major occupational groups experienced growth over the period 1995 to 1998 although the proportional makeup of numbers in-training by occupational group changed considerably:

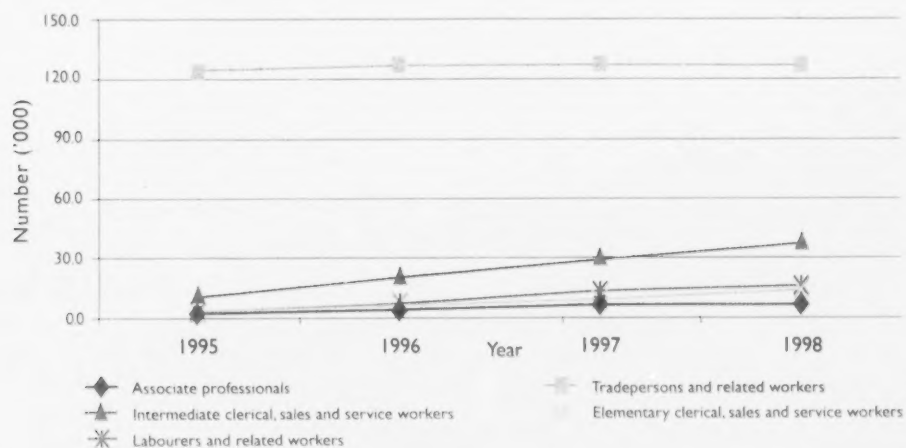
- ▶ Although the numbers in-training in the tradespersons and related workers occupational category grew from 124 020 in 1995 to 126 530 in 1998, the proportion of numbers in-training in this occupational category declined from 85.5% to 61.3%. This is in line with the decreasing proportion in commencement numbers.
- ▶ The proportion of numbers in-training in the intermediate clerical, sales and service workers occupational category (for example, word processors, receptionists, sales representatives and child care workers) increased from 7.2% to 17.8%.
- ▶ The proportion of numbers in-training in the labourers and related workers occupational category increased from 1.9% to 7.6%.
- ▶ The proportion of numbers in-training in the elementary clerical, sales and service workers occupational category increased from 2.1% to 6.7%.

Table 3.3: Number in-training by occupation

Occupational group	1995	1996	1997	1998
Tradespersons and related workers				
Number ('000)	124.02	126.45	126.78	126.53
Per cent of total	85.5%	75.5%	66.5%	61.3%
Intermediate clerical, sales and service workers				
Number ('000)	10.47	19.35	28.84	36.65
Per cent of total	7.2%	11.5%	15.1%	17.8%
Elementary clerical, sales and service workers				
Number ('000)	3.00	6.14	8.67	13.75
Per cent of total	2.1%	3.7%	4.5%	6.7%
Labourers and related workers				
Number ('000)	2.81	6.59	12.80	15.74
Per cent of total	1.9%	3.9%	6.7%	7.6%
Associate professionals				
Number ('000)	1.94	3.75	5.94	6.36
Per cent of total	2.3%	2.2%	3.1%	3.1%
Total in training ('000)	144.99	167.51	190.59	206.37

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Figure 3.2: Number in-training by occupation



Over the period 1995 to 1998, all major occupational groups experienced a positive annual growth rate for numbers in-training (table 3.4).

- ▶ All major occupational groups, except the tradespersons and related workers and managers and administrators categories, had annual growth rates of at least 40%.
- ▶ The tradespersons and related workers occupational category had the lowest annual growth rate of major occupation groups (0.7%) over the period 1995 to 1998.
- ▶ In terms of numbers, the intermediate clerical, sales and service workers occupational category had by far the greatest increase, from 10 470 in 1995 to 36 650 in 1998.

Table 3.4: Number in-training annual growth rates by occupation

Occupation	Annual rate of growth 1995 to 1998*	1995 to 1996	1996 to 1997	1997 to 1998
1 Managers and administrators	9.0	53.6	1.3	-16.7
2 Professionals	153.1	376.6	252.3	-3.4
3 Associate professionals	48.6	93.4	58.2	7.2
4 Tradepersons and related workers	0.7	2.0	0.3	-0.2
41 Mechanical and fabrication engineering tradespersons	0.9	5.1	-0.6	-1.5
42 Automotive tradespersons	1.9	7.2	1.2	-2.7
43 Electrical and electronics tradespersons	3.5	4.4	2.8	3.5
44 Construction tradespersons	-1.9	-4.5	-1.8	0.7
45 Food tradespersons	4.3	4.9	4.0	3.9
46 Skilled agricultural and horticultural workers	-0.5	-2.7	0.3	0.9
49 Other tradespersons and related workers	-2.7	-1.7	-2.5	-3.9
5 Advanced clerical and service workers	40.9	205.5	-3.1	-5.4
6 Intermediate clerical, sales and service workers	51.8	84.7	49.1	27.1
7 Intermediate production and transport workers	60.5	125.5	68.9	8.6
8 Elementary clerical, sales and service workers	66.1	104.8	41.2	58.6
9 Labourers and related workers	77.6	134.7	94.2	22.9
Total	12.5	15.5	13.8	8.3

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

- ▶ The labourers and related workers occupational category had the second greatest increase in terms of numbers, from 2 810 in 1995 to 15 740 in 1998.
- ▶ The elementary clerical, sales and service workers occupational category had the third greatest increase, from 3 000 in 1995 to 13 750 in 1998.

Whilst the tradespersons and related workers occupational category experienced almost no growth over the period 1995 to 1998, there was a mixture of growth and decline within this occupational category:

- ▶ The construction tradespersons and other tradespersons categories showed the greatest declines with negative annual growth rates of -1.9% and -2.7% respectively over the period 1995 to 1998.
- ▶ The food tradespersons and electrical and electronics tradespersons categories showed the greatest growth with annual growth rates of 4.3% and 3.5% respectively over the period 1995 to 1998.

Completions

All major occupational groups experienced growth over the period 1995 to 1998, although the proportional makeup of completions by occupational group changed considerably:

- ▶ Although the number of completions in the tradespersons and related workers occupational category grew from 22 700 in 1995 to 26 120 in 1998, the proportion of completions in this occupational category declined from 71.9% to 50.2%.
- ▶ The proportion of completions in the intermediate clerical, sales and service workers occupational category increased from 16.3% to 26.3%.
- ▶ The proportion of completions in the labourers and related workers occupational category increased from 2.6% to 7.9%.

Table 3.5: Number of completions by occupation

Occupational group	1995	1996	1997	1998
Tradespersons and related workers				
Number ('000)	22.70	24.05	26.32	26.12
Per cent of total	71.9%	66.0%	52.0%	50.2%
Intermediate clerical, sales and service workers				
Number ('000)	5.16	7.02	12.61	13.71
Per cent of total	16.3%	19.3%	24.9%	26.3%
Labourers and related workers				
Number ('000)	0.83	1.35	3.16	4.13
Per cent of total	2.6%	3.7%	6.2%	7.9%
Elementary clerical, sales and service workers				
Number ('000)	1.90	1.99	3.84	3.47
Per cent of total	6.0%	5.5%	7.6%	6.7%
Associate professionals				
Number ('000)	0.30	0.91	2.09	2.11
Per cent of total	0.9%	2.5%	4.1%	4.1%
Total completions ('000)	31.56	36.45	50.66	52.07

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Over the period 1995 to 1998, all major occupational groups experienced a positive annual growth rate for completions (table 3.6).

- All major occupational groups, except the tradespersons and related workers and advanced clerical and service workers categories, had annual growth rates of at least 20%.
- The tradespersons and related workers occupational category had the lowest annual growth rate of 4.8% over the period 1995 to 1998. In terms of actual numbers however, this category had the second greatest increase, growing from 22 700 in 1995 to 26 120 in 1998.
- In terms of numbers, the intermediate clerical, sales and service workers occupational category had the greatest increase, from 5 160 in 1995 to 13 710 in 1998.

Table 3.6: Number of completions annual growth rates by occupation

Occupation	Annual rate of growth 1995 to 1998*	Annual growth		
		1995 to 1996	1996 to 1997	1997 to 1998
1 Managers and administrators	59.9	180.3	75.2	-16.7
2 Professionals	60.7	-37.5	283.3	73.2
3 Associate professionals	92.6	207.8	128.9	1.4
4 Tradespersons and related workers	4.8	6.0	9.4	-0.7
41 Mechanical and fabrication engineering tradespersons	1.3	-12.4	10.2	7.6
42 Automotive tradespersons	9.3	11.1	10.9	5.9
43 Electrical and electronics tradespersons	-2.3	-10.7	9.5	-4.7
44 Construction tradespersons	10.3	24.2	11.0	-2.5
45 Food tradespersons	3.4	17.2	4.7	-9.8
46 Skilled agricultural and horticultural workers	2.0	2.4	5.0	-1.3
49 Other tradespersons and related workers	5.7	13.4	8.9	-4.5
5 Advanced clerical and service workers	7.2	-31.8	189.7	-37.7
6 Intermediate clerical, sales and service workers	38.5	36.2	79.5	8.8
7 Intermediate production and transport workers	62.1	29.5	233.6	-1.4
8 Elementary clerical, sales and service workers	22.2	4.9	92.9	-9.8
9 Labourers and related workers	70.5	61.6	134.8	30.5
Total	18.2	15.5	39.0	2.8

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

Whilst the tradespersons and related workers occupational category experienced relatively little growth over the period 1995 to 1998, there was a mixture of growth and decline within this occupational category:

- The electrical and electronics tradespersons category showed a decline, with a negative annual growth rate of -2.3% over the period 1995 to 1998.
- The construction tradespersons and automotive tradespersons categories showed the greatest growth, with annual growth rates of 10.3% and 9.3% respectively over the period 1995 to 1998.

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4 GENDER AND AGE TRENDS

Gender

- For both males and females, the number of commencements, completions and numbers in-training steadily increased over the period 1995 to 1998.
- Commencements and numbers in-training comprised a strongly and steadily increasing proportion of females over the period 1995 to 1998. Commencements comprised 26.5% (17 060), and numbers in-training 17.3% (25 010) of females in 1995 in contrast to 40.2% (53 790) and 27.6% (56 980) respectively in 1998.
- Completions comprised 27.1% females in 1995 rising to 33.5% in 1998. An increasing proportion of completions will be female due to the flow on from females' strong increase in commencements and numbers in-training.

Figure 4.1: Number of commencements and number in-training by gender

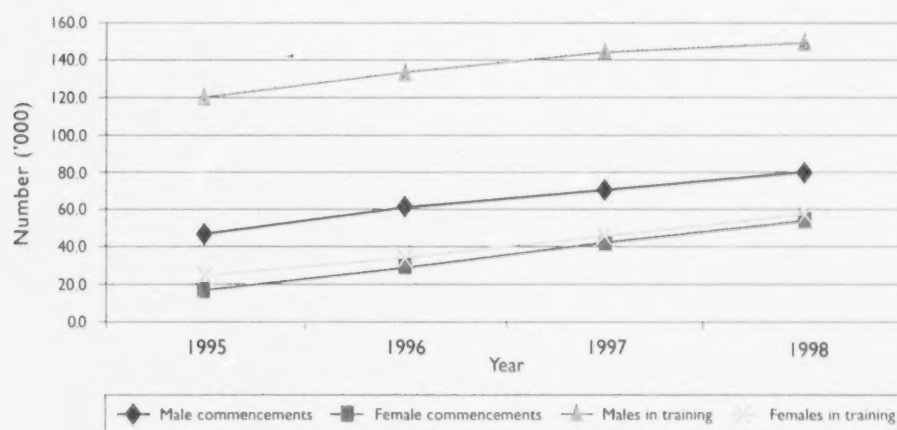


Table 4.1: Number of commencements, number of completions and number in-training by gender (per cent of total commencements)

Gender	1995	1996	1997	1998
Commenced	%	%	%	%
Male	73.5	67.7	62.2	59.8
Female	26.5	32.3	37.8	40.2
Total	100.0	100.0	100.0	100.0
Number ('000)	64.47	89.65	112.76	133.75
Completed	%	%	%	%
Male	72.9	72.6	69.0	66.5
Female	27.1	27.4	31.0	33.5
Total	100.0	100.0	100.0	100.0
Number ('000)	31.56	36.45	50.66	52.07
In training	%	%	%	%
Male	82.7	79.7	75.5	72.4
Female	17.3	20.3	24.5	27.6
Total	100.0	100.0	100.0	100.0
Number ('000)	144.99	167.51	190.59	206.37

Age

The following data on commencements, completions and number in-training by age ought to be considered in the light of general Australian demographic data on the size and growth of various age cohorts over the years 1995 to 1998, provided at the end of this section.

Age: commencements

Whilst the number of commencements for each age cohort grew for each year over the period 1995 to 1998, the growth is clearly more marked for the older age cohorts.

- ▶ Although the number of commencements in the 15 to 19 year old age group grew from 42 460 in 1995 to 58 680 in 1998, commencements comprised a steadily decreasing proportion of 15 to 19 year olds: 65.9% in 1995 down to 43.9% in 1998.

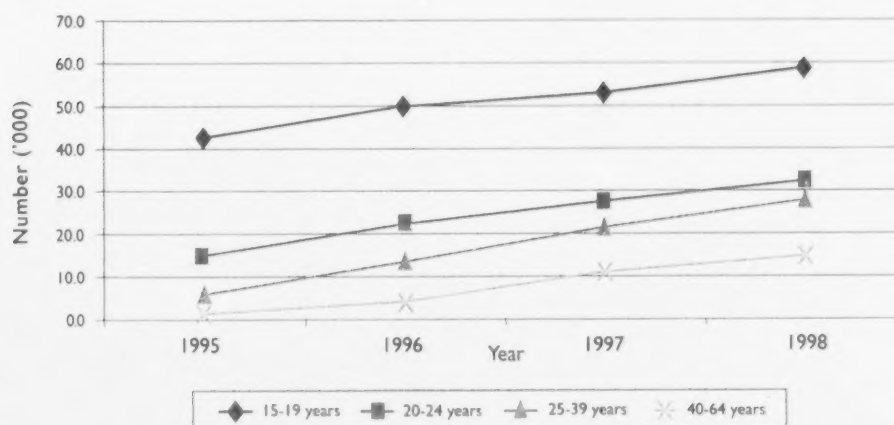
Table 4.2: Number of commencements by age

Age group	1995	1996	1997	1998
15-19 years				
Number ('000)	42.46	49.69	52.78	58.68
Per cent of total	65.9%	55.4%	46.8%	43.9%
20-24 years				
Number ('000)	14.70	22.50	27.38	32.12
Per cent of total	22.8%	25.1%	24.3%	24.0%
25-39 years				
Number ('000)	5.93	13.50	21.53	27.96
Per cent of total	9.2%	15.1%	19.1%	20.9%
40-64 years				
Number ('000)	1.35	3.92	10.97	14.87
Per cent of total	2.1%	4.4%	9.7%	11.1%
Other years				
Number ('000)	0.03	0.04	0.10	0.12
Per cent of total	0.1%	0.0%	0.1%	0.1%
Total commencements ('000)	64.47	89.65	112.76	133.75

- ▶ On the other hand, commencements comprised a steadily increasing proportion of 25 to 39 year olds, 9.2% in 1995 up to 20.9% in 1998; and of 40 to 64 year olds, 2.1% in 1995 up to 11.1% in 1998.
- ▶ Although the proportion of commencements in the 20 to 24 year old age group increased slightly over the period 1995 to 1998, the proportion of commencements in this age group decreased between 1996 and 1998.

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Figure 4.2: Number of commencements by age



There was a strong trend of increasing annual growth rate over the period 1995 to 1998 with increasing age (table 4.3). However, annual growth for the older age cohorts decreased dramatically from 1995-96 to 1997-98.

The much stronger annual growth rates for the older age cohorts may be a consequence of the lifting of the age barrier to traineeships in 1993-94 as one of the Working Nation initiatives.

Table 4.3: Number of commencements annual growth rates by age

Age cohort	Annual rate of growth 1995 to 1998*	1995 to 1996	Annual growth 1996 to 1997	1997 to 1998
15-19 years	11.4	17.0	6.2	11.2
20-24 years	29.8	53.1	21.7	17.3
25-39 years	67.7	127.8	59.5	29.9
40-64 years	122.6	191.1	179.6	35.5
All ages	27.5	39.1	25.8	18.6

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

Age: in-training

Whilst the number in-training for each age cohort grew for each year over the period 1995 to 1998, the growth is clearly more marked for the older age cohorts.

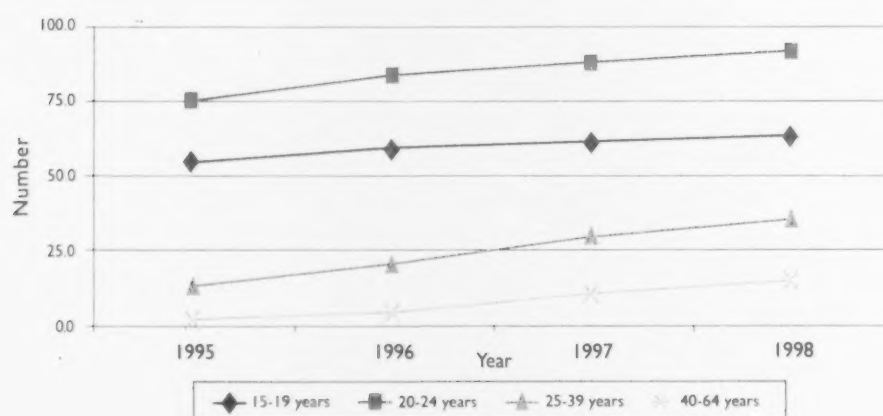
- ▶ Although the number in-training of 15 to 19 year olds grew from 54 580 in 1995 to 63 310 in 1998, the number in-training comprised a steadily decreasing proportion of 15 to 19 year olds: 37.6% in 1995 down to 30.7% in 1998.
- ▶ Although the number in-training of 20 to 24 year olds grew from 75 310 in 1995 to 91 680 in 1998, the number in-training comprised a steadily decreasing proportion of 20 to 24 year olds: 51.9% in 1995 down to 44.4% in 1998.
- ▶ On the other hand, the number in-training comprised a steadily increasing proportion of 25 to 39 year olds, 9.1% in 1995 up to 17.4% in 1998; and of 40 to 64 year olds, 1.3% in 1995 up to 7.5% in 1998.

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Table 4.4: Number in-training by age

Age group	1995	1996	1997	1998
15-19 years				
Number ('000)	54.58	59.29	61.49	63.31
Per cent of total	37.6%	35.4%	32.2%	30.7%
20-24 years				
Number ('000)	75.31	83.44	88.31	91.68
Per cent of total	51.9%	49.8%	46.3%	44.4%
25-39 years				
Number ('000)	13.16	20.55	29.59	35.87
Per cent of total	9.1%	12.3%	15.5%	17.4%
40-64 years				
Number ('000)	1.94	4.23	11.14	15.45
Per cent of total	1.3%	2.5%	5.8%	7.5%
Other years				
Number ('000)	0.00	0.00	0.07	0.07
Per cent of total	0.0%	0.0%	0.0%	0.0%
Total in-training ('000)	144.99	167.51	190.59	206.37

Figure 4.3: Number in-training by age



There was a strong trend of increasing annual growth over the period 1995 to 1998 with increasing age (table 4.5). The lowest annual growth for each age cohort occurred for 1997 to 1998.

Table 4.5: Number in-training annual growth rates by age

Age cohort	Annual rate of growth 1995 to 1998*	1995 to 1996	1996 to 1997	1997 to 1998
15-19 years	5.1	8.6	3.7	3.0
20-24 years	6.8	10.8	5.8	3.8
25-39 years	39.7	56.1	44.0	21.2
40-64 years	99.8	118.3	163.4	38.7
All ages	12.5	15.5	13.8	8.3

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

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Age: completions

The number of completions for each age cohort grew over the period 1995 to 1997, growth in numbers for the 15 to 19 and 20 to 24 year old age cohorts levelled off from 1997 to 1998. However, growth from 1997 to 1998 continued to be strong for the 25 to 39 and 40 to 64 year old age cohorts.

- ▶ Completions comprised 16.7% (5 280) 15 to 19 years olds in 1995 compared with 14.5% (7 560) in 1998.
- ▶ Completions comprised 73.2% (23 110) 20 to 24 years olds in 1995 compared with 59.0% (30 740) in 1998.
- ▶ On the other hand, completions comprised a steadily increasing proportion of 25 to 39 year olds, 8.9% in 1995 up to 18.0% in 1998; and of 40 to 64 year olds, 1.1% in 1995 up to 8.5% in 1998.

Table 4.6: Number of completions by age

Age group	1995	1996	1997	1998
15-19 years				
Number ('000)	5.28	5.31	8.07	7.56
Per cent of total	16.7%	14.6%	15.9%	14.5%
20-24 years				
Number ('000)	23.11	25.80	31.87	30.74
Per cent of total	73.2%	70.8%	62.9%	59.0%
25-39 years				
Number ('000)	2.82	4.45	8.55	9.35
Per cent of total	8.9%	12.2%	16.9%	18.0%
40-64 years				
Number ('000)	0.35	0.90	2.17	4.41
Per cent of total	1.1%	2.5%	4.3%	8.5%
Other years				
Number ('000)	0.00	0.00	0.00	0.01
Per cent of total	0.0%	0.0%	0.0%	0.0%
Total completions ('000)	31.56	36.45	50.66	52.07

The annual growth rate over the period 1995 to 1998 for the 25 to 39 and 40 to 64 year old age cohorts (49.0% and 133.9% respectively) were higher than for the 15 to 19 and 20 to 24 year old age cohorts (12.7% and 10.0% respectively). The lowest annual growth for each age cohort occurred for 1997 to 1998, including negative growth for the 15 to 19 and 20 to 24 year old age cohorts (table 4.7).

Table 4.7: Number of completions annual growth rates by age

Age cohort	Annual rate of growth 1995 to 1998*	Annual growth		
		1995 to 1996	1996 to 1997	1997 to 1998
15-19 years	12.7	0.6	52.1	-6.3
20-24 years	10.0	11.6	23.5	-3.5
25-39 years	49.0	57.5	92.2	9.3
40-64 years	133.9	159.7	142.0	103.5
All ages	18.2	15.5	39.0	2.8

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

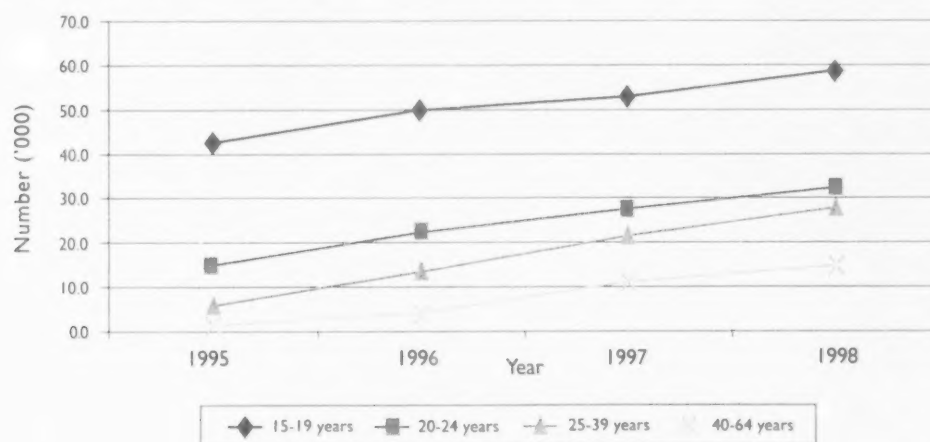
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Age: participation rates

Although the proportion of younger people in commencements and numbers in-training decreased over the period 1995 to 1998, participation rates for 15 to 19 and 20 to 24 year olds steadily increased over the same period. Participation rates for 25 to 29 and 30 to 64 year olds more than doubled over the same period.

- ▶ The growth in participation of 15 to 19 year olds in apprenticeships and traineeships exceeded the population growth for this age cohort, with the participation rate for 15 to 19 year olds increasing steadily from 5.7% in 1995 to 6.2% in 1998.
- ▶ The participation rate for 20 to 24 year olds also grew steadily, from 3.8% in 1995 to 5.4% in 1998.
- ▶ Growth in participation was greatest for older persons with the participation rate for 25 to 29 year olds more than doubling from 0.4% in 1995 to 1.0% in 1998, as did the participation rate for 30 to 64 year olds, which increased from 0.1% in 1995 to 0.3% in 1998.

Figure 4.4: Apprentice and trainee participation rates* by age



*Derived from NCVET apprentice and trainee statistics and ABS Australian Demographic Statistics, June quarter 1995, 1996, 1997 & 1998, cat. no. 3101.0

Age: demographic considerations

The trends of greater growth rates and increasing proportions with greater age may be viewed in the light of general demographic trends (table 4.8).

Over the period 1995 to 1998 the following occurred:

- ▶ The greatest annual growth rate occurred for the 40 to 64 year old age cohort (2.66%).
- ▶ The 20 to 24 year old age cohort declined with an annual growth rate of -1.62%.
- ▶ Annual growth rates for the 15 to 19 and 25 to 39 year old age cohorts were 1.21% and 0.92% respectively.

Table 4.8: Australian population growth rates by age, 1995 to 1998 ('000)

Age group	June quarter 1995 ('000)	June quarter 1996 ('000)	June quarter 1997 ('000)	June quarter 1998 ('000)	Annual growth rate 1995 to 1998 (per cent)
15 to 19	1,269.24	1,279.12	1,293.92	1,315.84	1.21
20 to 24	1,429.52	1,396.87	1,371.69	1,361.32	-1.62
25 to 39	4,263.61	4,318.52	4,355.34	4,382.29	0.92
40 to 64	5,069.86	5,201.84	5,339.85	5,485.81	2.66

Source: ABS Australian Demographic Statistics, June quarter 1996, 1997 & 1998, cat. no. 3101.0

5 EMPLOYER TYPE

Commencements

All types of employer, bar the Commonwealth Government, showed strong growth over the period 1995 to 1998 in the number of apprentices and trainees employed by them. Broadly speaking, the proportional distribution of commencements by employer type remained similar over the same period although there was a notable decline in the proportion employed by the Commonwealth Government.

- ▶ The vast majority of apprentices and trainees were employed by the private sector. Although the number of commencements in this category more than doubled from 50 200 in 1995 to 102 670 in 1998, its proportion of total commencements decreased slightly from 77.9% in 1995 to 76.8% in 1998.
- ▶ The proportion employed by group training companies, the second largest employer of apprentices and trainees, increased from 13.6% in 1995 to 15.8% in 1998.
- ▶ Both the number and corresponding proportion of apprentices and trainees employed by the Commonwealth Government decreased between 1995 (1 410 or 2.2%) and 1998 (870 or 0.7%). This may be in part due to general downsizing and privatisation.
- ▶ The proportion of apprentices and trainees employed by State governments decreased from 4.0% in 1995 to 3.4% in 1998, although this was not a steady decline with the proportion of apprentices and trainees being employed by State governments being somewhat erratic over the period 1995 to 1998.

Table 5.1: Number of commencements by employer type

EMPLOYER TYPE	1995	1996	1997	1998
Private sector				
Number ('000)	50.20	70.12	80.10	102.67
Per cent of total	77.9%	78.2%	78.1%	76.8%
Group training				
Number ('000)	8.80	12.12	15.36	21.09
Per cent of total	13.6%	13.5%	13.6%	15.8%
Government business enterprise				
Number ('000)	0.80	0.91	1.38	2.82
Per cent of total	1.2%	1.0%	1.2%	2.1%
Local government				
Number ('000)	0.67	1.37	1.89	1.76
Per cent of total	1.0%	1.5%	1.7%	1.3%
State government				
Number ('000)	2.59	3.40	4.86	4.53
Per cent of total	4.0%	3.8%	4.3%	3.4%
Commonwealth Government				
Number ('000)	1.41	1.73	1.15	0.87
Per cent of total	2.2%	1.9%	1.0%	0.7%
NEC				
Number ('000)	0.00	0.00	0.02	0.02
Per cent of total	0.0%	0.0%	0.0%	0.0%
Total commencements ('000)	64.47	89.65	112.76	133.75

In terms of growth rates over the period 1995 to 1998 (table 5.2) the following occurred:

- ▶ The most explosive and rapidly increasing growth rate in the employment of apprentices and trainees occurred for the government business enterprise category of employer with an annual growth rate of 52.0%. Annual growth for this employer type increased from 13.1% for 1995 to 1996, to 52.5% and 103.5% for 1996 to 1997 and 1997 to 1998 respectively.
- ▶ Local government had the second largest annual growth rate (38.1%) but annual growth decreased markedly from 104.2% for 1995 to 1996, to negative growth of -6.8% for 1997 to 1998.
- ▶ The Commonwealth Government was the only employer type to have a negative annual growth rate (-14.8%).

Table 5.2: Number of commencements annual growth rates by employer type

Employer type	Annual rate of growth 1995 to 1998*	Annual growth		
		1995 to 1996	1996 to 1997	1997 to 1998
Private sector	26.9	39.7	25.6	16.5
Group training	33.8	37.8	26.7	37.3
Government business enterprise	52.0	13.1	52.5	103.5
Local government	38.1	104.2	38.3	-6.8
State government	20.4	31.1	43.0	-6.8
Commonwealth Government	-14.8	23.1	-33.8	-24.1

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

In-training

All types of employer, bar the Commonwealth Government, showed growth over the period 1995 to 1998 in the number of apprentices and trainees in-training with them. Broadly speaking, the proportional distribution of numbers in-training by employer type remained similar over the same period although there was a notable decline in the proportion employed by the Commonwealth Government.

- ▶ The vast majority of apprentices and trainees were employed by the private sector and although the number in-training in this category increased from 117 150 in 1995 to 163 960 in 1998, its proportion of all apprentices and trainees in-training decreased from 80.8% in 1995 to 79.4% in 1998.
- ▶ The proportion employed by group training companies, the second largest employer of apprentices and trainees, increased from 12.1% in 1995 to 14.1% in 1998.
- ▶ Both the number and proportion of apprentices and trainees employed by the Commonwealth Government decreased between 1995 (2 330 or 1.6%) and 1998 (1 420 or 0.7%).

Table 5.3: Number in-training by employer type

Employer type	1995	1996	1997	1998
Private sector				
Number ('000)	117.15	134.59	152.99	163.96
Per cent of total	80.8%	80.3%	80.3%	79.4%
Group training				
Number ('000)	17.57	21.08	24.34	29.12
Per cent of total	12.1%	12.6%	12.8%	14.1%
Government business enterprise				
Number ('000)	1.72	2.04	2.45	3.49
Per cent of total	1.2%	1.2%	1.3%	1.7%
Local government				
Number ('000)	1.52	2.05	2.57	2.43
Per cent of total	1.1%	1.2%	1.3%	1.2%
State government				
Number ('000)	4.71	5.38	6.28	5.94
Per cent of total	3.2%	3.2%	3.3%	2.9%
Commonwealth Government				
Number ('000)	2.33	2.36	1.94	1.42
Per cent of total	1.6%	1.4%	1.0%	0.7%
NEC				
Number ('000)	0.00	0.00	0.02	0.02
Per cent of total	0.0%	0.0%	0.0%	0.0%
Total in-training ('000)	144.99	167.51	190.59	206.37

Growth rates over the period 1995 to 1998 (table 5.4) showed the following trends:

- ▶ The greatest annual growth rate in the number of apprentices and trainees employed occurred for the government business enterprise category of employer with an annual growth rate of 26.6%. Annual growth for this employer type increased from 18.5% for 1995 to 1996, to 20.2% and 42.6% for 1996 to 1997 and 1997 to 1998 respectively.
- ▶ Group training companies had the second largest annual growth rate (18.3%), annual growth remaining consistently high over the period 1995 to 1998.
- ▶ Local government had the third largest annual growth rate (16.9%) but annual growth decreased markedly from 34.9% for 1995 to 1996, to negative growth of -5.4% for 1997 to 1998.
- ▶ The Commonwealth Government was the only employer type to have a negative annual growth rate (-15.2%).

Table 5.4: Number in-training annual growth rates by employer type

Employer type	Annual rate of growth 1995 to 1998*	Annual growth		
		1995 to 1996	1996 to 1997	1997 to 1998
Private sector	11.9	14.9	13.7	7.2
Group training	18.3	20.0	15.5	19.6
Government business enterprise	26.6	18.5	20.2	42.6
Local government	16.9	34.9	25.2	-5.4
State government	8.1	14.3	16.8	-5.5
Commonwealth Government	-15.2	1.6	-17.7	-27.1

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

Completions

All types of employer, bar the Commonwealth Government, showed growth over the period 1995 to 1998 in the number of apprentices and trainees that completed with them. The proportional distribution of completions by employer type changed somewhat over the period, due principally to a marked increase in the number of completions from a group training company.

- ▶ The vast majority of apprentices and trainees completed with a private sector employer, although the proportion decreased from 77.4% in 1995 to 75.8% in 1998.
- ▶ The second largest proportion of completions was attributed to group training companies, increased from 9.0% in 1995 to 14.7% in 1998.
- ▶ The proportion of apprentices and trainees that completed with the Commonwealth Government decreased from 3.1% in 1995 to 1.2% in 1998.
- ▶ The proportion of apprentices and trainees that completed with a State government decreased from 7.3% in 1995 to 5.0% in 1998.

Table 5.5: Number of completions by employer type, 1995 to 1998 (per cent of total completions)

Employer type	1995	1996	1997	1998
Private sector	77.4	76.4	75.9	75.8
Group training	9.0	12.3	13.6	14.7
Government business enterprise	1.4	0.9	1.1	1.7
Local government	1.8	1.3	1.7	1.6
State government	7.3	5.5	5.5	5.0
Commonwealth Government	3.1	3.5	2.3	1.2
NEC	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0
Number ('000)	31.56	36.45	50.66	52.07

Growth rates over the period 1995 to 1998 (table 5.6) showed the following trends:

- ▶ The largest annual growth rate for completions was for group training companies (39.2%), although the lowest annual growth for this employer type was for 1997 to 1998 (11.3%).
- ▶ The second largest annual growth rate was for government business enterprises (26.2%).
- ▶ The Commonwealth Government was the only employer type to have a negative annual growth rate (-12.8%).

Table 5.6: Number of completions annual growth rates by employer type

Employer type	Annual rate of growth 1995 to 1998*	Annual growth		
		1995 to 1996	1996 to 1997	1997 to 1998
Private sector	17.3	14.0	37.9	2.7
Group training	39.2	58.5	53.1	11.3
Government business enterprise	26.2	-22.4	64.6	57.5
Local government	13.3	-16.3	74.6	-0.3
State government	4.3	-12.3	37.5	-6.0
Commonwealth Government	-12.8	28.9	-5.8	-45.4

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

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6 GEOGRAPHIC REGION

Commencements

All categories of geographic region of apprentices' and trainees' normal place of residence (except 'outside Australia') experienced growth over the period 1995 to 1998 in terms of actual numbers. The proportional distribution of apprentices and trainees by geographic region changed little, although the proportion residing in a capital city reduced slightly, offset mainly by a slight increase in the proportion residing in rural areas.

- ▶ The majority of commencements occurred for apprentices and trainees who resided in a capital city. Although the number of commencements in this category increased from 37 650 in 1995 to 73 420 in 1998, its proportion of total commencements decreased slightly from 58.4% in 1995 to 54.9% in 1998.
- ▶ The next largest category was 'rural,' accounting for 27.5% of commencements in 1995, increasing to 31.9% in 1998.

Table 6.1: Number of commencements by geographic region

Geographic region	1995	1996	1997	1998
Capital city				
Number ('000)	37.65	48.84	61.20	73.42
Per cent of total	58.4%	54.5%	54.3%	54.9%
Other metropolitan				
Number ('000)	4.96	7.44	9.88	10.72
Per cent of total	7.7%	8.3%	8.8%	8.0%
Rural				
Number ('000)	17.75	27.23	34.31	42.67
Per cent of total	27.5%	30.4%	30.4%	31.9%
Remote				
Number ('000)	2.17	3.75	5.06	5.26
Per cent of total	3.4%	4.2%	4.5%	3.9%
Interstate				
Number ('000)	1.13	1.12	1.15	1.29
Per cent of total	1.7%	1.3%	1.0%	1.0%
Outside Australia				
Number ('000)	0.00	0.02	0.00	0.00
Per cent of total	0.0%	0.0%	0.0%	0.0%
Unknown				
Number ('000)	0.82	1.26	1.16	0.39
Per cent of total	1.3%	1.4%	1.0%	0.3%
Total commencements ('000)	64.47	89.65	112.76	133.75

Figure 6.1: Number of commencements by geographic region



In-training

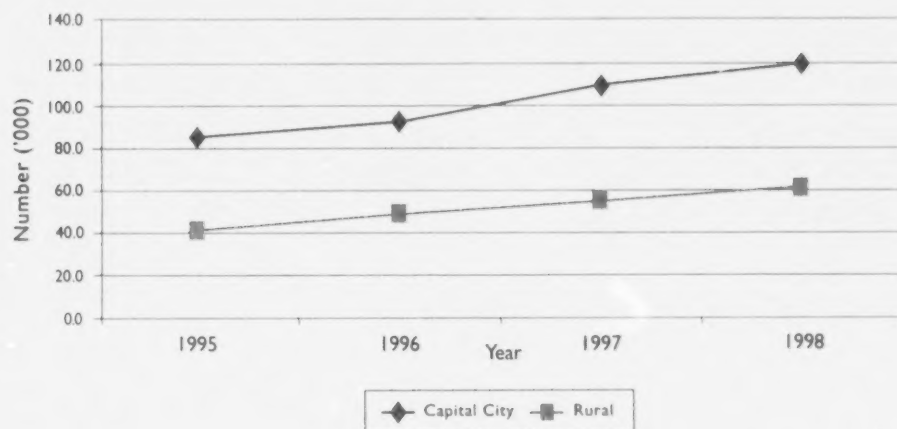
All categories of geographic region of apprentices' and trainees' normal place of residence (except 'outside Australia') experienced growth over the period 1995 to 1998 in terms of actual numbers. The proportional distribution of apprentices and trainees by geographic region changed little. As with commencements, the proportion residing in a capital city reduced slightly while there was a slight increase in the proportion residing in rural areas.

- ▶ Although the number of apprentices and trainees in-training in capital cities increased from 85 460 in 1995 to 119 450 in 1998, its proportion of total numbers in-training decreased slightly from 58.9% in 1995 to 57.9% in 1998.
- ▶ 'Rural' was the next largest category accounting for 28.5% of commencements in 1995 increasing to 29.6% in 1998.

Table 6.2: Number in-training by geographic region

Geographic region	1995	1996	1997	1998
Capital city				
Number ('000)	85.46	92.85	109.47	119.45
Per cent of total	58.9%	55.4%	57.4%	57.9%
Other metropolitan				
Number ('000)	11.39	13.27	15.25	15.84
Per cent of total	7.9%	7.9%	8.0%	7.7%
Rural				
Number ('000)	41.32	49.27	55.46	61.16
Per cent of total	28.5%	29.4%	29.1%	29.6%
Remote				
Number ('000)	4.98	6.13	7.75	7.67
Per cent of total	3.4%	3.7%	4.1%	3.7%
Interstate				
Number ('000)	1.75	2.43	2.37	2.17
Per cent of total	1.2%	1.5%	1.2%	1.1%
Outside Australia				
Number ('000)	0.00	0.02	0.00	0.00
Per cent of total	0.0%	0.0%	0.0%	0.0%
Unknown				
Number ('000)	0.11	0.09	0.28	0.09
Per cent of total	0.1%	0.1%	0.1%	0.0%
Total in-training ('000)	144.99	167.51	190.59	206.37

Figure 6.2: Number in-training by geographic region



Growth rates over the period 1995 to 1998 (table 6.3) showed the following trends:

- ▶ The greatest annual growth rate occurred for apprentices and trainees residing in a remote region with an annual growth rate of 15.5%. However, annual growth for this geographic region type decreased slightly for the period 1997 to 1998.
- ▶ Rural areas had the second largest annual growth rate (14.0%), annual growth gradually decreasing over the period 1995 to 1998.
- ▶ 'Capital city' and 'other metropolitan' had similar growth rates over the period 1995 to 1998 (11.8% and 11.6% respectively).

Table 6.3: Number in-training annual growth rates by geographic region

Geographic region	Annual rate of growth 1995 to 1998*	Annual growth		
		1995 to 1996	1996 to 1997	1997 to 1998
Capital city	11.8	8.7	17.9	9.1
Other metropolitan	11.6	16.5	15.0	3.9
Rural	14.0	19.2	12.6	10.3
Remote	15.5	23.2	26.4	-1.1
Interstate	7.5	39.4	-2.7	-8.4

* Annual rates of growth for the period 1995 to 1998 are compound growth rates.

Completions

All categories of geographic region of apprentices' and trainees' normal place of residence (except 'interstate') experienced growth over the period 1995 to 1998 in terms of actual numbers. The proportional distribution of apprentices and trainees by geographic region changed little, although the proportion residing in rural or other metropolitan areas increased, offset mainly by a decrease in the proportion residing in a capital city.

- ▶ The majority of completions occurred for apprentices and trainees who resided in a capital city, although the proportion decreased from 57.4% in 1995 to 52.4% in 1998.
- ▶ The next largest category was 'rural,' accounting for 28.4% of completions in 1995 increasing to 32.7% in 1998.

Table 6.4: Number of completions by geographic region, 1995 to 1998 (per cent of total completions)

Geographic region	1995	1996	1997	1998
Capital city	57.4	55.9	53.4	52.4
Other metropolitan	8.6	8.2	8.3	9.6
Rural	28.4	30.4	32.6	32.7
Remote	3.5	3.4	3.5	3.7
Interstate	1.8	1.5	1.2	1.0
Outside Australia	0.0	0.0	0.0	0.0
Unknown	0.3	0.5	0.9	0.6
Total	100.0	100.0	100.0	100.0
Number ('000)	31.56	36.45	50.66	52.07

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7 GRADUATE DESTINATION SURVEY FINDINGS

Further data about apprentices and trainees are available from the 1998 and 1997 Graduate Destination Surveys. Each survey was in fact a census of all TAFE graduates that had completed a TAFE course of at least 200 hours duration in the prior calendar year. The reference date for each survey was May in the year the survey was conducted. The surveys sought data about graduates' satisfaction with their course, their labour market status before, during and after their course, and their satisfaction with their TAFE studies.

Given that the scope of the survey included only graduates from courses of at least 200 hours, the findings for apprentices may be considered unbiased. However, as traineeships may be of less than 200 hours duration, the findings from the survey in relation to trainees will be biased toward those who undertook a traineeship of at least 200 hours duration.

The following information is generally from the 1998 Graduate Destination Survey with some additional comparative information from the 1997 survey.

Identification of apprentices and trainees

The most reliable and accurate way of identifying apprentice and trainee respondents to the survey was via the question 'What sources of income did you have whilst doing the course shown on the front of the form?' which specifically offered 'Apprenticeship' and 'Traineeship' amongst the multiple-response options.⁴

Amongst the 66 000 respondents to the 1998 survey, 7 322 (11.0%) were identified as apprentices and 1 559 (2.3%) as trainees.⁵

Qualification level

The TAFE course completed by apprentice and trainee respondents is part of the off-the-job component of their training, in most cases the final part. For the vast majority of apprenticeships and traineeships, the TAFE course component was at AQF level III or equivalent or higher, although the level of courses completed in 1997 differed markedly between apprentices and trainees (table 7.1).

Table 7.1: Qualifications completed by 1998 Graduate Destination Survey apprentice and trainee respondents (per cent)

Qualifications	Trainees %	Apprentices %	Total %
AQF certificate II or lower (or equivalent)	46.1	1.7	9.4
AQF certificate III or higher (or equivalent)	53.9	98.3	90.6
Total	100.0	100.0	100.0
Number of GDS respondents	1 522	7 283	8 805

Source: TAFE Graduate Destination Survey, NCVER 1998.

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⁴ Note: As the Graduate Destination Survey was a census only of graduates who had completed a course of at least 200 hours duration, the proportion of AQF I and AQF II certificate courses will be understated.

⁵ A very small number of respondents, 33 (0.05%) indicated that they undertook both an apprenticeship and a traineeship during the course.

- Of all apprentice and trainee respondents, 90.6% completed their TAFE course component at AQF level III or equivalent or higher.
- 98.3% of apprentices completed an AQF certificate III or equivalent or higher qualification showing that the vast majority of traditional apprenticeships are still at AQF level III or equivalent or higher. In contrast to this, the equivalent figure for trainees was 53.9%.
- Trainees were far more likely to have completed an AQF certificate I or II or equivalent level qualification (46.1%) in contrast to apprentices (1.7%).

Employment

At the survey date, higher proportions of apprentices had employment than trainees whilst the proportions of apprentices and trainees employed at the 1998 survey date were greater than at the 1997 survey date:

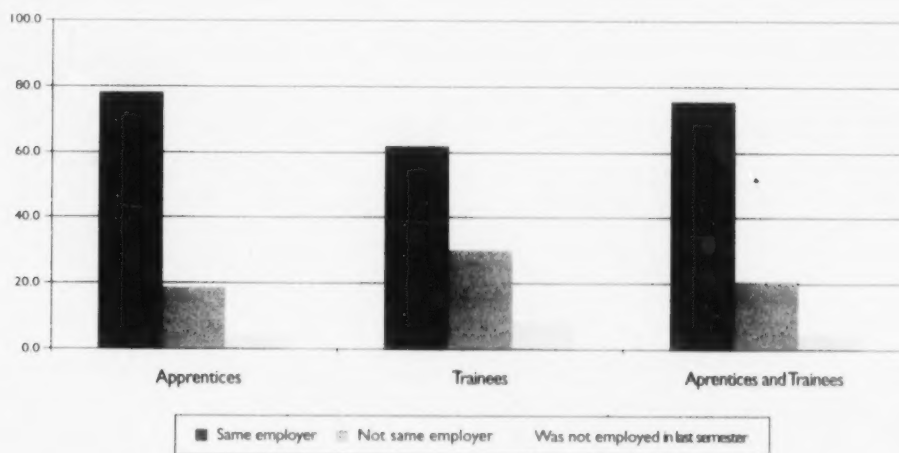
- 94.7% of 1998 apprentice respondents were employed at the 1998 survey date compared with 93.5% of 1997 apprentice respondents at the 1997 survey date
- 84.2% of 1998 trainee respondents were employed at the 1998 survey date compared with 80.7% of 1997 trainee respondents at the 1997 survey date

A majority of the apprentice and trainee respondents to the 1998 survey were employed with the same employer as during their course (figure 7.1):

- 77.7% of apprentices were employed with the same employer compared with 61.6% of trainees in 1998.

The results suggest that trainees are more likely than apprentices to move to another employer or to be unemployed within six to 12 months of completing their course.

Figure 7.1: 1998 Graduate Destination Survey respondents employed with the same employer at 29 May 1998 as during course



Note: Non-responses to the question were 3.6% for apprentices and 3.3% for trainees.

Apprentice and trainee views of their off-the-job training

TAFE graduates' views of their off-the-job training whilst employed as apprentices or trainees during the final year of their course are provided by the 1998 and 1997 Graduate Destination Surveys (table 7.2).

Table 7.2: 1998 Course ratings given by 1997 apprentice and trainee TAFE graduates

Ratings of the course	1997 Rating in the range 6-10 (%)	Average (out of 10)	1998 Rating in the range 6-10 (%)	Average (out of 10)
The usefulness of the course for your job prospects:				
Apprentices	91.6	8.5	92.0	8.5
Trainees	84.8	7.9	87.2	8.0
The qualification in terms of being well regarded by employers:				
Apprentices	90.7	8.2	91.1	8.2
Trainees	83.2	7.6	84.0	7.7
The balance between instruction and practice:				
Apprentices	88.0	7.7	87.0	7.6
Trainees	84.7	7.5	83.7	7.5
The overall quality of the course:				
Apprentices	92.7	7.9	92.5	7.9
Trainees	91.6	8.0	90.4	7.9

Note: Responses are on a 1 ('extremely poor') to 10 ('excellent') rating scale.

- For 1998 and 1997, apprentices rated the usefulness of their course for their job prospects more highly than trainees (average 8.5 compared with 8.0 respectively in 1998, with 92.0% giving a rating of six or more compared with 87.2% respectively).
- Similarly, apprentices rated their off-the-job training qualification in terms of being well regarded by employers more highly than trainees (average 8.2 compared with 7.7 in 1998, with 91.1% giving a rating of six or more compared to 84.0% respectively).
- The rating given to the balance between instruction and practice in the course was similar for apprentices and for trainees (averages of 7.6 and 7.5 respectively in 1998, with 87.0% and 83.7% giving a rating of six or higher respectively).
- The rating of the overall quality of the course was virtually the same for apprentices and trainees in both 1998 and 1997 (both having an average of 7.9 in 1998, with 92.5% of apprentices and 90.4% of trainees giving a rating of six or higher in 1998).

Prior education

Links with secondary schooling have been an important and developing feature of the Australian VET system. During 1997 Commonwealth funds for a trial VET-in-schools programme were allocated to State and Territory training authorities, with a view to expanding in the longer term the links between VET and school education.

Respondents to the 1998 GDS were asked to indicate when they started the course they completed in 1997 relative to when they completed secondary school (table 7.3).

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Apprentices and trainees responded as follows:

- ▶ 7.8% of apprentice respondents indicated that they started their course whilst still at school compared with 3.3% of trainees.
- ▶ A greater percentage of apprentices (57.0%) had started their course within 12 months of leaving school compared with trainees (45.5%).
- ▶ Consistent with this, a greater percentage of trainees (51.2%) commenced their course more than 12 months after leaving school compared with apprentices (35.2%).

Table 7.3: Course start relative to secondary school completion

When started	Apprentice (%)	Trainee (%)
While still at school	7.8	3.3
Within 12 months of leaving school	57.0	45.5
Over 12 months after leaving school	35.2	51.2
Total	100.0	100.0
Number	7 291	1 509

In the early 1990s retention rates to year 12 reached record levels in most States and Territories. Although the year 12 retention rate has declined since, it is still higher than in earlier decades.

Nevertheless, apprentices completing their course in 1997 were more likely to have completed year 10 or year 11 (51.7%) than year 12 (45.4%). By contrast, trainees were much more likely to have completed year 12 (63.0%) than year 10 or year 11 (31.7%) (figure 7.2).

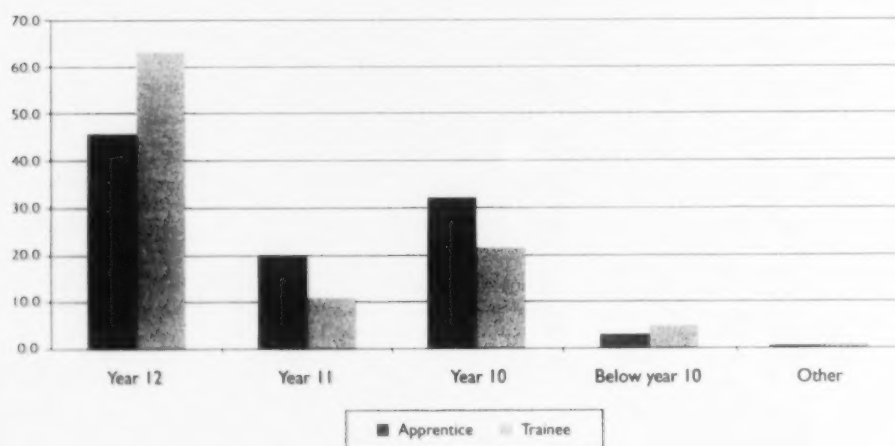


Figure 7.2: 1998 Graduate Destination Survey: Highest level of schooling achieved before course

Prior post-school education completed is also of great relevance in this context. Table 7.4 provides information on the post-school qualifications held by respondents to the 1998 Graduate Destination Survey.

Trainees were almost three times more likely to have completed a degree or diploma-level qualification (7.7%) than apprentices (2.6%). Almost 71% of apprentices had no post-school qualifications as most entered their contract of training relatively soon after leaving school. The proportion of trainee graduates who held no post-school qualification is also relatively high, but lower, at 62.5%.

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Table 7.4: Post-school qualifications of apprentice and trainee respondents to the 1998 Graduate Destination Survey

Post-school qualification	Apprentice (%)	Trainee (%)
Bachelor degree or higher	0.6	2.9
Diploma	2.0	4.8
Trade certificate	14.8	6.0
Technician, nursing or advanced certificate	1.2	5.0
Other certificate	5.4	12.0
Secondary school qualification	1.7	2.3
Other	3.6	4.3
None	70.7	62.5
Total	100.0	100.0
Number	7 162	1 473

Recognition of prior learning

Promotion of status or credit through recognition of prior learning, or through recognition for subjects or units of competency completed elsewhere, is a major strategic goal of the Australian National Training Authority (ANTA). It is expected that in the future status or credit for units of competency specified in national training packages will contribute significantly to the acquisition of the recognised qualifications specified in national training packages.

Respondents to the 1998 Graduate Destination Survey were asked whether they had received any recognition of prior learning for any part of their VET course (figure 7.3).

- Overall, 33.0% of all TAFE graduates were granted status or credit through recognition of prior learning.
- For trainees, the proportion was close to the overall rate, at 32.3%.

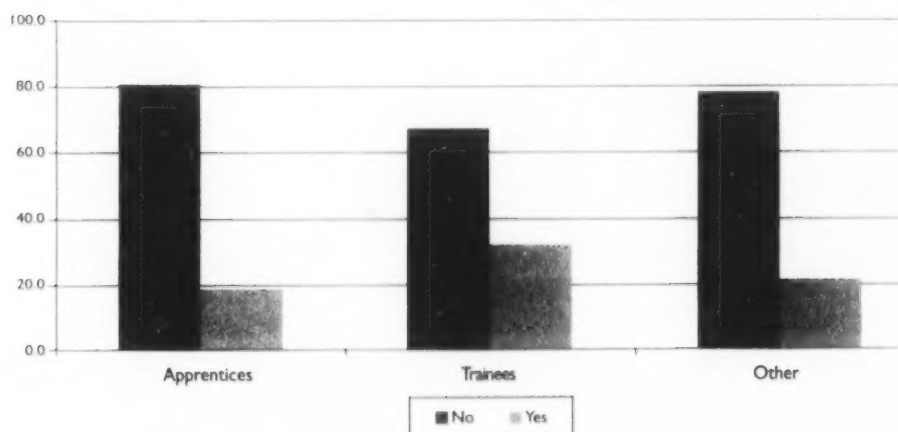


Figure 7.3: Recognition of prior learning to respondents to the 1998 GDS (%)

- By contrast, the rate for apprentices was considerably less, at 21.0%. The fact that apprentices are more likely to be young and recent school leavers undoubtedly contributes to this difference.

GLOSSARY**ABS**

Australian Bureau of Statistics.

Age

Trainees' ages for a given year are calculated as the difference in years between June 30 of the year and their date of birth. Where only the year of birth has been reported, a birthday of 1 January is, in effect, assumed.

Annual growth

Annual growth is calculated as the percentage movement between successive years.

Annual growth rate

The annual growth rates over the period 1995 to 1998 are compound growth rates. For example, an annual growth rate of 10% would result in overall growth of 33.1% over the 3-year period. They have been calculated using the following formula:

$$G_R = \left(\sqrt[3]{\frac{x_{1998}}{x_{1995}}} - 1 \right) \times 100$$

where G_R refers to the annual growth rate, x_{1995} represents the number of apprentice and trainee commencements, completions or number in-training in 1995, and x_{1998} represents the number of apprentice and trainee commencements, completions or number in-training in 1998.

ANTA

Australian National Training Authority.

AQF

Australian Qualification Framework: A nationally consistent framework of credentials offered in post-compulsory education and training.

Commencement

Refers to those trainees commencing training in a particular vocation for the first time.

Completion

Refers to those trainees who have completed a contract for which all of the prescribed requirements have been met.

Geographic region

A classification developed to provide geographic information about clients. Basically, a 'capital city' consists of ABS State and Territory capital city statistical divisions, 'other metropolitan' consists of urban centres with a population greater than 100 000, 'rural' consists of urban centres with a population of 5 000 or more, and remote consists of those areas with a population less than 5 000.

GDS

Graduate Destination Survey.

In training

Includes all trainees who are undergoing a recognised program of training on the final day of the reporting period.

NCVER

The National Centre for Vocational Education Research Ltd

Occupation

Trainees' occupations are based on ASCO (Australian Standard Classification of Occupations), an Australian Bureau of Statistics classification which identifies occupations according to their primary purpose.

TAFE

technical and further education.

VET

vocational education and training.

APPENDIX

Apprentice and trainee
population data tables

Table A1: Commencements, completions and number in-training by gender (number)

	1995	1996	1997	1998
Commenced				
Male	47410	60730	70160	79960
Female	17060	28920	42600	53790
Total	64470	89650	112760	133750
Completed				
Male	23020	26470	34980	34630
Female	8540	9980	15680	17440
Total	31560	36450	50660	52070
In training				
Male	119980	133450	143930	149390
Female	25010	34060	46660	56980
Total	144990	167510	190590	206370

Table A2: Commencements by occupation (number)

Occupation	1995	1996	1997	1998
1 Managers and administrators	750	2090	2040	1720
2 Professionals	160	440	1420	1150
3 Associate professionals	1750	3680	6160	6850
4 Tradespersons and related workers	41530	40970	40180	43080
41 Mechanical and fabrication engineering tradespersons	6790	6670	5900	6140
42 Automotive tradespersons	7570	7960	7000	6760
43 Electrical and electronics tradespersons	5080	5070	5180	5390
44 Construction tradespersons	8210	7190	8000	9480
45 Food tradespersons	6160	6610	6490	7100
46 Skilled agricultural and horticultural workers	1070	1030	1080	1220
49 Other tradespersons and related workers	6670	6440	6550	7010
5 Advanced clerical and service workers	100	310	270	400
6 Intermediate clerical, sales and service workers	12330	24200	34500	42520
7 Intermediate production and transport workers	920	2040	3540	4330
8 Elementary clerical, sales and service workers	3660	7950	10530	16880
9 Labourers and related workers	3260	7970	14120	16820
Total	64470	89650	112760	133750

Table A3: Completions by occupation (number)

Occupation	1995	1996	1997	1998
1 Managers and administrators	250	700	1220	1020
2 Professionals	100	60	230	400
3 Associate professionals	300	910	2090	2110
4 Tradespersons and related workers	22700	24050	26320	26120
41 Mechanical and fabrication engineering tradespersons	4640	4070	4480	4820
42 Automotive tradespersons	3660	4070	4510	4780
43 Electrical and electronics tradespersons	3650	3260	3570	3400
44 Construction tradespersons	4270	5300	5890	5740
45 Food tradespersons	2310	2700	2830	2550
46 Skilled agricultural and horticultural workers	670	680	720	710
49 Other tradespersons and related workers	3500	3970	4330	4130
5 Advanced clerical and service workers	90	60	170	110
6 Intermediate clerical, sales and service workers	5160	7020	12610	13710
7 Intermediate production and transport workers	240	310	1020	1010
8 Elementary clerical, sales and service workers	1900	1990	3840	3470
9 Labourers and related workers	830	1350	3160	4130
Total	31560	36450	50660	52070

Australian Apprentice & Trainee Statistics

APPENDIX

Table A4: Number in-training by occupation (number)

Occupation	1995	1996	1997	1998
1 Managers and administrators	1720	2640	2680	2230
2 Professionals	80	370	1290	1250
3 Associate professionals	1940	3750	5940	6360
4 Tradespersons and related workers	124020	126450	126780	126530
41 Mechanical and fabrication engineering tradespersons	20240	21270	21140	20810
42 Automotive tradespersons	21840	23420	23710	23080
43 Electrical and electronics tradespersons	15570	16250	16700	17270
44 Construction tradespersons	26390	25200	24730	24910
45 Food tradespersons	16070	16860	17530	18220
46 Skilled agricultural and horticultural workers	3400	3300	3310	3340
49 Other tradespersons and related workers	20520	20160	19670	18900
5 Advanced clerical and service workers	70	220	220	200
6 Intermediate clerical, sales and service workers	10470	19350	28840	36650
7 Intermediate production and transport workers	890	2000	3370	3660
8 Elementary clerical, sales and service workers	3000	6140	8670	13747
9 Labourers and related workers	2810	6590	12800	15740
Total	144990	167510	190590	206370

Table A5: Commencements by age (number)

Age	1995	1996	1997	1998
20-24 years	42460	49690	52780	58680
25-39 years	14700	22500	27380	32120
40-64 years	5930	13500	21530	27960
Other	1350	3920	10970	14870
Total	30	40	100	120
Total	64470	89650	112760	133750

Table A6: Completions by age (number)

Age	1995	1996	1997	1998
15-19 years	5280	5310	8070	7560
20-24 years	23110	25800	31870	30740
25-39 years	2820	4450	8550	9350
40-64 years	350	900	2170	4410
Other	0	0	0	10
Total	31560	36450	50660	52070

Table A7: Number in-training by age (number)

Age	1995	1996	1997	1998
15-19 years	54580	59290	61490	63310
20-24 years	75310	83440	88310	91680
25-39 years	13160	20550	29590	35870
40-64 years	1940	4230	11140	15450
Other	10	10	70	70
Total	144990	167510	190590	206370

Trends 1995 to 1998 - an Overview

Table A8: Apprentice and trainee participation rates* by age

Age	30-Jun-95	30-Jun-96	30-Jun-97	30-Jun-98
15 to 19	5.7	5.9	6.0	6.2
20 to 24	3.8	4.7	5.2	5.4
25 to 29	0.4	0.6	0.8	1.0
30 to 64	0.1	0.1	0.2	0.3
15 to 64	1.1	1.3	1.4	1.6

*Derived from NCVER apprentice and trainee statistics and ABS Australian Demographic Statistics, June quarter 1995, 1996, 1997 & 1998, cat. no. 3101.0

Table A9: Commencements by employer type (number)

Employer type	1995	1996	1997	1998
Private sector	50200	70120	88100	102670
Group training	8800	12120	15360	21090
Government business enterprise	800	910	1380	2820
Local government	670	1370	1890	1760
State government	2590	3400	4860	4530
Commonwealth Government	1410	1730	1150	870
NEC	0	10	20	20
Total	64470	89650	112760	133750

Table A10: Completions by employer type (number)

Employer type	1995	1996	1997	1998
Private sector	24440	27860	38430	39450
Group training	2840	4500	6880	7660
Government business enterprise	440	340	560	880
Local government	580	480	840	840
State government	2290	2010	2760	2600
Commonwealth Government	980	1260	1190	650
NEC	0	0	0	10
Total	31560	36450	50660	52070

Table A11: Number in-training by employer type (number)

Employer type	1995	1996	1997	1998
Private sector	117150	134590	152990	163960
Group training	17570	21080	24340	29120
Government business enterprise	1720	2040	2450	3490
Local government	1520	2050	2570	24303
State government	4710	5380	6280	5940
Commonwealth Government	2330	2360	1940	1420
NEC	0	10	20	20
Total	144990	167510	190590	206370

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Table A12: Commencements by geographic region (number)

Geographic region	1995	1996	1997	1998
Capital city	37650	48840	61200	73420
Other metropolitan	4960	7440	9880	10720
Rural	17750	27230	34310	42670
Remote	2170	3750	5060	5260
Interstate	1130	1120	1150	1290
Outside Australia	0	20	0	0
Unknown	820	1260	1160	390
Total	64470	89650	112760	133750

Table A13: Completions by geographic region (number)

Geographic region	1995	1996	1997	1998
Capital city	18110	20380	27060	27290
Other metropolitan	2710	2990	4220	4980
Rural	8970	11080	16530	17010
Remote	1100	1250	1790	1920
Interstate	580	550	610	530
Outside Australia	0	0	0	20
Unknown	90	200	450	340
Total	31560	36450	50660	52070

Table A14: Number in-training by geographic region (number)

Geographic region	1995	1996	1997	1998
Capital city	85460	92850	109470	119450
Other metropolitan	11390	13270	15250	15840
Rural	41320	49270	55460	61160
Remote	4980	6130	7750	7670
Interstate	1750	2430	2370	2170
Outside Australia	0	20	0	0
Unknown	110	90	280	90
Total	144990	167510	190590	206370

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*Australian apprentices and trainees
statistics: Trends 1995 to 1998 -
An overview provides detailed
information on the characteristics of
apprentices and trainees undertaking
contracts of training between 1995
and 1998.*

Variables explored include age, gender,
geographic region and occupation
before, during and after training.

This overview enlarges on the
information in a companion booklet,
*Australian apprentices and trainees:
Recent trends - At a glance.*



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